



February 25, 2015

Fellow County Employees,

Over these three months that I have had the honor to serve as county executive I have seen the very best in county employees, whether it is our 911 dispatchers answering calls for assistance or the dozens of drivers diligently clearing our roads of snow late at night and early in the morning. There will certainly be trying times ahead, but I know that we will get through it and emerge all the better.



As I said during the State of the County address, I am comfortable taking a step back from our capital needs as we focus on strengthening our economy and our communities, and on investing in our workforce. I have asked that our partners in outside agencies find efficiencies from within their respective budgets to match our efforts in reorganizing the way county government does business. We must come to the realization that the new normal of shrinking enrollments, flat revenues and fewer capital dollars require a fundamental realignment of budgeting and how services are delivered. Our budget submission in the spring will be fiscally responsible, and it will reflect the realities that we currently face.

With that in mind, I'd like to make one last pitch to encourage all eligible employees to take advantage of the retirement incentive package that we are offering. I know that retirement and financial decisions are often difficult to make, but I hope that eligible employees strongly consider participating. Employees must sign the necessary paperwork with HR by the close of business on Friday, February 27.

On behalf of the administration, I thank you for the work that you do. With every good wish, I remain

Very truly yours,

Barry Glassman
Harford County Executive